Initiative
Women into Leadership

Initiative Women into Leadership e.V.

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Our Promise

Initiative
Women into Leadership

- Exclusive and sustainable network for women **at top level (n-1, n-2)**
- **Broad exchange of experience** beyond corporate mainstream
- We foster a **more diverse leadership structure** at corporate member's organizations
- We **make top women more visible** within and outside the corporate member’s organization
- We deliver a proof point for top management that a **career through the ranks is tangible**

A Clear-Structured Process

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The mentees are pre-selected by the corporate member organization.

Personal interviews with mentee candidate by the matching committee to be held prior to the Kick-off Event.
The matching committee will have the final say on nomination acceptance.

Two Live matching rounds à 30 minutes each between mentees / mentors during Kick-off Event.

Once individual feedback by mentees / mentors is collected the final tandem assignment will be done by the IWiL board.

Mentoring Duration of 12 months: March to 28th of February.

Nomination Timeframe

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Wild Card Deadline for applications: 15th September

Nomination cut-off date: 30th September

Matching Committee personal / digital interviews with mentees until 15th February

March Live Kick-off & final matching of the Mentee Class

Quality Gateways

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- **Live matching** by the means of speed dating (30 minutes à 2 rounds)
- **Mentoring Guidelines / Letter of Intent** to be signed by both parties
- **Regular check-up calls** by Matching Committee / IWiL Board
- **Monthly mentor / mentees zoom** calls to share best practices / issues identified
- **Min. of four personal meet-ups** of the tandems per year
- **Mandatory networking events**, Kick-off meeting, IWiL Summit, IWiL Graduation Ceremony
- **Evaluation** of the mentoring tandem

Next Steps – It´s your turn!

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1: Mentoring Agreement

5: Community Building

2: Triangle Talk

4: Stakeholder Analysis & Mapping

3: Shadowing vs. Reverse Mentoring (Events?)

Nomination Requirements

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Profile of the Top 30 IWiL Mentees

*1. Management Level (Department Management / Director Level)
2. Management Level (Department Head)

The Matching Committee 2023

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Astrid Hundshagen	Simone Kollmann-Göbels	Marjolein van der Heide	Marion Mestrom	Barbara Thiel	Tanja Albrecht	Stefanie Lütteke	Wiebke Sparka
DKV	STRÖER	GEA engineering for a better world	BRENNTAG	thyssenkrupp		DREES & SOMMER	e·on

+ IWiL Board
Sabine Hansen
Dr. Natalie Daghles

MATCHING COMMITTEE 2024
Meet our MC-Members

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Astrid Hundshagen

DKV

Simone Kollmann-Göbels

STRÖER

Marjolein van der Heide

GEA engineering for a better world

Antje Gutberlet

Rheinbahn Einfach. Immer. Da.

Tiffany Wilson

Barbara Thiel

thyssenkrupp

Beate Erbse

Nufarm

Ursula Porth

software AG

Wiebke Sparka

e·on

+ IWiL Board

Certification

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Our program is certified by the German Society for Mentoring (DGM) which ensures the quality of high-standard mentoring programs.

We are proud that IWiL meets all quality standards and are happy to provide our mentoring program as a highly effective instrument for systematic personnel and organizational development.

5-YEAR ANNIVERSARY

Over the past five years, a total of 147 mentees have participated in our Cross-Mentoring Program.

Of those 147 mentees, **81 mentees** have already taken their next big step in their careers.

MENTEES IN TOTAL UNTIL 2021

147

MENTEES WITH A PROMOTION

81

5 YEARS Anniversary

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MENTEES

2018 - 2022

MENTEES

with same position and new position

Mentees with a Milestone

Initiative 5 YEARS Anniversary Women into Leadership

DR. LENA LINDEMANN

Mentee 2018

Board Member Human Ressources,
ERGO Group

ISABEL TUFET

Mentee 2019

CEO + Member of the Executive Committee,
Santander

ANNETTE GRABBE

Mentee 2020

Managing Director,
Westenergie Netzservice GmbH

EVGENIYA ETTTINGER

Mentee 2021

Senior Sales Manager Cloud, Teamlead for Large Enterprise Accounts,
ORACLE Deutschland B.V. & Co. KG

NINA POLLMEIER

Mentee 2021

Vice President Procurement Content/ Digital & Services, Ströer SE & Co. KGaA

JACQUILINE HARVEY

Mentee 2021

Regional Director China and Hong Kong,
AUDI AG

EVENT CALENDAR 2023

24. April 2023 Mentee Call with Sonia Laporta-Baez, Santander

25. May 2023 Mentee Call with Annette Wille, GEA

21. June 2023 Mentee Call with Laura Müller, zeb

10. August 2023 Mentee Call with Clarissa Odewald, thyssenkrupp

07. September 2023 Mentee Call with Sandrina Zurmühlen, IKB

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EVENT CALENDAR 2023

19. October 2023 Mentee Call with Lin Lixian, Schaeffler

23. November 2023 Mentee Call with Janine Haschke, Telekom

21. December 2023 Mentee Call with Ulrike Schöppner, Brenntag

25. January 2024 Mentee Call with Katharina Bastians, AON

22. February 2024 Mentee Call with Clara Corre, Douglas

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Mentee & Mentor Calls

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Mentee Calls 2023

24.04.	19.10.
25.05.	23.11.
21.06.	21.12.
10.08.	25.01.24
07.09.	22.02.24

18:00-19:00

Mentor Calls 2023

19.04.	25.10.
14.06.	13.12.
16.08.	14.02.24

09:00-09:30

Letter of Engagement & Commitment

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Letter of Engagement

Last Name, First Name: _____

Company: _____

Position: _____

I hereby pledge my commitment and active role as a mentee in the cross-mentoring program of Initiative Women into Leadership e.V.

This includes

- personal and time commitment to the cross-mentoring program, including time spent outside of work
- obligatory participation in the three main events and monthly mentee calls
  - Kick Off 2023 on March 17, 2023,
  - IWiL Summit in October/November 2023,
  - Graduation in May 2024
  - Monthly calls (with reservations), CET 6-7 pm. planned on:
    - 24.04.2023, 25.05., 21.06., 10.08., 07.09., 19.10., 23.11., 21.12., 25.01.2024, 22.02.2024

I also hereby affirm that in the event of non-participation, I will cancel in a timely manner and with good cause. I understand that in the event of neglect or non-participation in my role as a mentee, my company will be informed and the IWiL Board reserves the right to transfer my mentee spot to another candidate.

_____ _____

Place, Date Signature

_____ _____

Place, Date Signature of Company

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Letter of Commitment

Last Name, First Name: _____

Company: _____

Position: _____

I hereby pledge my commitment and active role as a mentor in the cross-mentoring program of Initiative Women into Leadership e.V.

This includes

- at least six in-person meetings with my mentee in the on-going mentoring year
- active participation in the mentor calls
  - 19.04.2023, 14.06., 16.08., 25.10., 13.12.,14.02.2024
- upholding the mentoring guideline aspects
- participation and organization of the triangle talk with mentee and company
- one to two check-ins with the IWiL Board on the process and quality of the mentoring

_____ _____

Place, Date Signature

IWiL Events

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Noerr

16.03.2023
Mentee 2023 Networking Event

WHU Otto Beisheim School of Management

17.03.2023
Kick Off at WHU

BRENNTAG

Graduation Class 2022
at Brenntag 30.03.2023

DKV

26.10.2023
IWiL Summit

WHU
Otto Beisheim School of Management
KEYNOTE SPEECH
09:50 - 10:15
Hamidreza Hosseini
Founder & Managing Director at ECODYNAMICS GmbH

IWiL Graduation Ceremony 2023

TISCHPLAN
BRENNTAG

Advisory Board Members

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Daniel Kapffer

Chief Financial Officer,
DekaBank

Matthias Schellenberg

Chairman of the Board of Management, Deutsche Apotheker- und Ärztebank

Melanie Wiese

Chief Financial Officer, Deutsche Beteiligungs AG

Dr. Elke Frank

Supervisory Board Member, Scout24 Group

Advisory Board Members

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Jacquiline Harvey

Regional Director China
and Hong Kong,
Audi AG

Dr. Christian Kohlpaintner

CEO,
Brenntag SE

Vito Volpe

CEO,
Santander Consumer
Bank AG

IWiL Board

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Sabine Hansen

Chairwoman of the Executive Board

Dr. Natalie Daghles

Vice Chairwoman

Dr. Werner Grünewald

Financial & Operation Management

Dr. Maike Albers-Malkus

Program & Communication Management

Nicole Riggers

Relationship Management

vorstand@iwil.eu

OUR TEAM

Initiative
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Jasmin Renelt

Office Management

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Juliana Korte

Office Management

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Jasmin Biesenroth

Social Media & Content Managerin

communications@iwil.eu

Jana-Selina Henn

Press

presse@iwil.eu

Our Partners (Selection)